

ANETIC AID LTD

MODERN SLAVERY AND HUMAN TRAFFICKING POLICY

POL-004

1 PURPOSE

This modern slavery and human trafficking policy exists to ensure that the business dealings and relationships of Anetic Aid Ltd, are conducted in the most ethical ways possible.

It also exists to act as a source of information and guidance for those working for Anetic Aid Ltd. It helps them to recognise and deal with any activities, in the most ethically friendly ways possible.

2 SCOPE

- 2.1 This modern slavery and human trafficking policy applies to all Anetic Aid Ltd employees, as well as all Anetic Aid Ltd business dealings and relationships, at both the Baildon and Havant sites.

3 POLICY STATEMENT

- 3.1 Anetic Aid Ltd recognises that modern slavery and human trafficking is a crime and a violation of fundamental human rights.
- 3.2 Anetic Aid Ltd has a zero tolerance to modern slavery and human trafficking and is committed to acting ethically, and with integrity, in all of our business dealings and relationships.
- 3.3 Anetic Aid Ltd strives to ensure that modern slavery and human trafficking is not taking place within Anetic Aid Ltd, or its supply chain by:-
- Adhering to the Modern Slavery Act 2015 and expecting its suppliers and/or sub-contractors to do the same. Where the supplier and/or sub-contractor is not based in the United Kingdom, we expect them to adhere to their equivalent local and national laws
 - Ensuring that all employees have a right to work
 - Permitting all employees to terminate their employment as they please
 - Permitting freedom of movement for all employees
 - Permitting freedom of association for all employees
 - Prohibiting compulsory overtime for any employees
 - Prohibiting child labour
 - Prohibiting discrimination against any employees
 - Prohibiting the use of employee-paid recruitment fees
 - Prohibiting the confiscation of employee's original identification documents
 - Prohibiting any threats of violence, harassment and intimidation against any employees
 - Encouraging employees to reporting their concerns and ensuring the protection of whistle blowers
 - Providing access to remedy, compensate and justice, for victims of modern slavery and human trafficking
 - Not knowingly support or deal with any businesses involved with slavery and human trafficking
 - Have a zero tolerance to slavery and human trafficking and expect our supply chain and contractors to comply with our values

Originator: T Schofield	Site Approval: G Schofield	QA Approval: I Divers
Issue Date: 18/09/20		Issue No: 02
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4 HIGH RISK SUPPLIERS

- 4.1 Anetic Aid Ltd has reviewed its suppliers and sub-contractors, and ones deemed to be of a high risk have been identified.
- 4.2 All such suppliers and sub-contractors are requested to supply a copy of their own modern slavery and human trafficking policy and/or confirm that they will comply with the terms of this policy, as a condition of being a continued supplier to Anetic Aid Ltd.

5 TRAINING AND COMMUNICATION

- 5.1 As part of their induction program, all new Anetic Aid Ltd employees will be required to complete a form 995071 - Self-Study Training Record, to confirm their understanding and acceptance of this policy.
- 5.2 On a biennial basis, all existing Anetic Aid Ltd employees will be required to complete a form 995071 - Self-Study Training Record, to confirm their understanding and acceptance of this policy.

6 REVIEW

- 6.1 It is the responsibility of the Finance Director to review and re-issue this policy on a biennial basis.

END OF DOCUMENT

Date of Change	Issue No.	Brief Description of Change	Change Reference
29/07/20	01	Initial issue of this procedure	0132
18/09/20	02	Update to bring in line with NHS Supply Chain requirements	0137

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